

OBJECTIVE AND ACTION PLAN

STAT

FY 1984 - 1

OP/HRPS

RESPONSIBLE OFFICER

**Build HRPS Capability:**

Within the past year HRPS has been faced with the requirement to replace the total staff complement. This situation creates a requirement to rebuild and retain HRPS analytical capabilities. The achievement of these objectives will combine a mixture of staffing and developmental milestones.

FY	FY RESOURCE ESTIMATE		PERIOD	STATUS	
	WYV	DOLLARS		1	2
			OCT - DEC		
			JAN - MAR		
			APR - JUN		
			JUL - SEP		
			1. LAGGING PLAN		
			2. MEETING PLAN		
			3. BEHIND PLAN		

**ACTION PLAN (Milestones)**

**\*STAFFING:**

- EOD Specialist
- Rotate-in Generalist
- Identify and clear Consultant for hire.

**\*TRAINING:**

- SAS train staff
- HP train staff
- DYNAMO in-house project

**\*LIAISON:**

- Contact and schedule meetings with major defense HR planning elements.
- Join a reputable HR planning organization.

COMPLETION MONTHS: SCHEDULED O, AHEAD X											
OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
				O					O		X
											X
											O - Pending
				O X					O X		
			O X								
		O X									
					O						
											O - Pending

### OBJECTIVE AND ACTION PLAN

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OBJECTIVE NO. FY 1984 - 3		OFFICE OP/HRPS	RESPONSIBLE OFFICER		FY		FY RESOURCE ESTIMATE		PERIOD			STATUS			
							WYR DOLLARS					+ = <			
OBJECTIVE Human Resource Trend Report: Develop a management-oriented human resource trend report. The previous effort in this area is useful but massive and confusing to many senior managers who could best use the data. HRPS intends to begin with the existing information report (HRMIS) and modify it with iterative feedback to make it a more useful product:										OCT - DEC					
										JAN - MAR					
										APR - JUN					
										JUL - SEP					
										+ EXCEEDING PLAN					
										= MEETING PLAN					
										< BEHIND PLAN					

ACTION PLAN (Milestones)	COMPLETION MONTH: SCHEDULED O; ACTUAL X											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
*Modify existing computer programs to produce graphs with added clarity.		OX										
*Create computer programs for overall categories.		O	X									
*Produce report quarterly.				0			0			0 X		
*Obtain and incorporate user feedback re specific areas of concern and on report format.					0							
*Expand distribution to include relevant OP components.				0			0			0		

OBJECTIVE AND ACTION PLAN

FY	FY RESOURCE ESTIMATE		PERIOD	STATUS
	WEEK	DOLLARS		
FY 1984 - 4			OCT - DEC	
			JAN - MAR	
			APR - JUN	
			JUL - SEP	
			EXCEEDING PLAN	
			MEETING PLAN	
			BEHIND PLAN	

Annual Human Resource Projection Package:

At various times, HRPS has developed projections of various types of manpower flows. As more of this ad hoc work is done, it becomes increasingly apparent that many of these manpower flows are inter-related and inter-dependent. HRPS, therefore, is planning the development of an annual set of manpower-flow projections for the use of directorate and OP components use in short-range planning. The initial set would indicate annually projected directorate, subcategory promotions, retirement, other separations, subcategory changes, EOD requirements, and age changes.

ACTION PLAN (Milestones)

	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
*Develop historical data.												
*Modify historical levels with current trends.												
*Develop software to manipulate data.												
*Design report format.												
*Produce initial report.												

Pending

1 November 1984

Final Quarterly Report

Improve the Retention Rate for Employees

FY 1984 - 5

1. Activity This Period:

None

2. Problems:

None

3. Status:

The HRPS portion of this project has been completed. The separation database has been built and is being updated quarterly. A report was provided to C/PB/ESD in June 1984, which provided an analysis of Agency separations in accordance with their request. We will now continue to maintain the data file and respond to requests for analysis as they are made.

4. Plans for Next Period:

As a by-product of the separation review, the separation codes are being screened for refinement and revision in the near future.



1 November 1984

Final Quarterly Report

Time-In-Grade Consistency

FY 1984 - 6

1. Activity This Period:

None

2. Problems:

None

3. Status

A final report with recommendations was completed and forwarded to D/PERS in April 1984.

4. Plans for Next Period:

At the request of D/PERS the study will be expanded to cover three fiscal years and will be modified for future presentation to the Executive Committee.

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OBJECTIVE AND ACTION PLAN

OBJECTIVE NO. FY 1984 - 6	OFFICE DP/HRPS & ID	RESPONSIBLE OFFICER	FY	FY RESOURCE ESTIMATE		PERIOD		STATUS						
				WKYR	DOLLARS			+	=					
OBJECTIVE Establish consistency in application of Agency personnel matters.						OCT - DEC								
						JAN - MAR								
						APR - JUN								
						JUL - SEP								
						+ EXCEEDING PLAN								
						= MEETING PLAN								
						< BEHIND PLAN								
ACTION PLAN (Milestones)			COMPLETION MONTH: SCHEDULED O; ACTUAL X											
			OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
*Develop statistics showing component time-in-grade experience for FY 1983. *By sex, by grade, by subcategory, by SD							0X							
*Survey Directorate Personnel Officers to determine the component minimum, and working, time-in-grade guidelines.							0X							
*Identify areas of differences in policies or experience or both.								0X						
*Prepare a proposal which provides recommendations for explaining or resolving component time-in-grade variations.								0X						